

*Coffee County Differentiated Pay Plan 2014-2015*

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	<p><i>The district will offer a signing bonus and retention bonus in a hard to staff area.</i></p> <p><i>Hard to staff will be determined by a position that has fewer than three applications and/or has produced zero “acceptable applicants” AND is one of the accountability courses or subjects.</i></p>	<p><i>The award will be given as a two-part bonus. \$1,000 at the time of signing and an additional \$1,000 at end of the school year when evidence of satisfactory evaluation results are available.</i></p> <p><i>Existing teachers in the HTSP would be eligible for the additional \$1,000 at the end of the school year when evidence of satisfactory evaluation results are available.</i></p>	<p><i>In the past three years the district has hired a new secondary math teacher and teachers that secondary science courses are eligible for retirement, so 2-3 teachers could be eligible for this new award.</i></p> <p><i>Existing teachers (15-20) in the school would be eligible for this bonus as well.</i></p>	<p><i>The estimated total is \$26,000.</i></p>	<p><i>Estimated less than 5% from the general purpose budget for teacher salary expenditures only.</i></p>

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Performance					
Additional Certifications	<i>Teachers attaining national teacher certification will receive a one-time bonus upon presentation of documentation verifying receipt of national certification.</i>	<i>The award will be a one-time bonus of \$1,000.</i>	<i>All teachers would be eligible to attain national certification.</i>  <i>Currently no teachers will be at completion of this certification for the 2014-2015 school year.</i>	<i>\$0 for the 2014-2015 school year.</i>	<i>0%</i>
Education	<i>The Masters+30 lane on the salary schedule has been closed to new participants.</i>	<i>The current employees on the MS+30 lane will continue until retirement or resignation.</i>  <i>Employees will give notice for obtaining advanced degrees to be put in the advanced degree salary lane.</i>	<i>22 teachers are currently on the Masters+30 lane, of those 9 have reached the maximum salary for years experience. Those teachers will remain on the previous Masters+30 lane until retirement.</i>  <i>Employees will have to seek approval to obtain advanced degrees to be put in the advanced degree salary lane.</i>	<i>Current salary adjustments that were previously in place will not change for 9 teachers as they have reached the maximum in the Masters+30 lane, the 17 others will proceed as appropriate on salary steps</i>	<i>+ \$5,000.</i>
Other					

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